

Occupational Health and Safety Policy

The protection of Occupational Health and Safety (OHS) is an essential part of the way **Terninox - Acciai Speciali Terni (Arvedi AST)** plans, implements and improves its activities. For that reason, the company adopts and maintains an **OHS Management System in compliance with the ISO 45001:2018** standard oriented to the prevention, risk control and continuous performance improvement.

In accordance with ethics and social responsibility principles, Arvedi AST promotes healthy and safe workplaces and requires respectful and conscious behavior from all individuals operating in its sites, in any capacity. The Top Management leads the OHS governance, defining responsibilities and ensuring effective resources and operating conditions. This commitment is realized through planning, control and continuous improvement, with initiatives and expected results in the following areas:

- **prevention of injuries and occupational diseases:** eliminate hazards where possible and, alternatively, control and reduce risks with technical, organizational and behavioral measures, preventing work-related injuries and illnesses;
- **compliance and operational discipline:** behave in compliance with Legislative Decree 81/2008, applicable requirements and company rules defined in OHS matters;
- **worker involvement:** promote the active participation of employees, collaborators and contractors in the prevention and protection processes of OHS, enhancing consultation, proposals and individual commitment;
- **ethics and social responsibility in the protection of people:** ensure respectable working conditions for anyone operating at company sites and encourage reports, even anonymous, without consequences for the reporter;
- **management of suppliers and contractors:** integrate OHS requirements into procurement processes and carefully verify compliance with company health and safety rules, based on risks and operational interferences;
- **transparency and collaboration with relevant stakeholders:** maintain a fair and collaborative dialogue with competent authorities, institutions and local communities, responsibly address the issues related to the safety and healthiness of workplaces.
- **continuous improvement:** enhance the effectiveness of the OHS Management System through programs, inspections and audits, monitoring, event analysis, corrective actions and continuous training.

The Employer requires the application of this Policy at all sites within the certificate's scope, ensuring its updating and demanding compliance even in contracted and supplied activities, based on risks. This document is made public for all stakeholders and it's available on the website and company bulletin boards for consultation and dissemination.

The Employer

Terninox Arvedi AST

Stefano Cardinali

